

## Plans Staff Mini-Survey

## SUMMARY OF STRENGTHS OF PERSONNEL SYSTEM

Element	Rank	Extent of Agreement*
Comprehensive benefits and services	1	High
Recruiting and selection	2	Moderate
The retirement system	3	High
Separation authority & surplus proceedures	4	High
Comparative evaluation/promotion system	5	Low
Centralized position classification	6	Moderate
Career service system	7	Low
The planning system (APP/PDP)	8	Low
Employee handbooks as making system visible	9	Moderate
Placement/rotation/vacancy notices	10	High
Three year trial period	11	Low
Counseling	12	Moderate
Awards program	13	Moderate
Manpower and position control (incl CSGA)	14	Moderate
Records and reports	15	High
Military personnel support	16	Moderate

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SUMMARY OF WEAKNESSES OF PERSONNEL SYSTEM

<u>Element</u>	<u>Rank</u>	<u>Extent of Agreement*</u>
Poor commitment of managers/ supervisors to key specified aspects of system	1	High
Poor linking between personnel system and total mgmt system (latter not well defined)	2	Moderate
Divided responsibilities for personnel policies among DCI, DDCI, EAG, D/Pers and Deputies	3	Low
Poor data input to comparative evaluation .	4	High
Poor employee perceptions or com- prehension of specified elements of system	5	Moderate
Poor expansion of ADP capabilities to meet expanding requirements	6	High
Slow response of personnel data bank to managers weighing decisions	7	High
Inadequate long-term planning	8	Low
Poor linking between pay and performance	9	Moderate
Inadequate evaluation of program execution	10	Moderate
Poor procedures to identify the low- ranked	11	Moderate
Persistent PRAs	12	Moderate

Weaknesses (con'd)

Lack of good on-going system for selection for key positions	13	High
Poor ties between training and person- nel system	14	High
Poor ties between EEO and personnel system	15	Moderate
Rigid use of time-in-grade	16	High